

Panaji, 1st December, 2022 (Agrahayana 10, 1944)

SERIES II No. 35

# OFFICIAL GAZETTE

## GOVERNMENT OF GOA

PUBLISHED BY AUTHORITY

### GOVERNMENT OF GOA

Department of Animal Husbandry  
Directorate of Animal Husbandry & Veterinary  
Services

#### Order

No. 14-9-AH/DSPCA/22-23/4953

The Government of Goa had notified the District SPCA North and South Goa under the Prevention of Cruelty to Animals Act, 1960 (Establishment and Regulation of SPCA Rules, 2001). Subsequently, the Managing Committee of the District SPCA North Goa and South Goa were notified vide Notification No. 14-9-AH/AWB/2020-21 dated 17-09-2020 and the same were duly registered under the Registration of Societies Act, 1980.

Since Dr. Marwin Lopes, Member Secretary of DSPCA North Goa is due for retirement on superannuation, Government is pleased to appoint Dr. Prakash Korgaonkar, Assistant Director, Department of Animal Husbandry and Veterinary Services, Panaji as Member Secretary to District Society for Prevention of Cruelty to Animals, North Goa with immediate effect, thus replacing Dr. Marwin Lopes, Deputy Director, Department of Animal Husbandry and Veterinary Services, Panaji.

Dr. Prakash Korgaonkar should take complete charge of the post of the Member Secretary, DSPCA, North Goa from Dr. Marwin Lopes immediately.

By order and in the name of the Governor of Goa.

Dr. Agostinho Misquita, Director & ex officio Jt. Secretary (AH).

Panaji, 28th November, 2022.

#### Order

No. 6-2(2)/A.H./2022-23/4956

Sanction of the Government is hereby conveyed to fix a cut off marks for the selection of Goan students to B.V.Sc. & A.H. Degree Course at Maharashtra Animal and Fisheries Sciences University (MAFSU) starting from the Academic year 2023-24 onwards as follows:

General Category — 117 NEET percentile.

Reserved Category — 93 NEET percentile.

This has approval of the Government of Goa vide U. O. No. 184/F dated 14-11-2022.

By order and in the name of the Governor of Goa.

Dr. Agostinho Misquita, Director & ex officio Jt. Secretary (AH).

Panaji, 28th November, 2022.

### Department of Education, Art & Culture

Directorate of Education

#### Order

No. 1(1)-5-2009/SE/Part/867

Government is pleased to re-employ Shri Atchutanand V. Vernekar, Principal, Dr. T. B. Cunha Higher Secondary School, Campal, Panaji-Goa [due to retire on superannuation w.e.f. 30-11-2022 (a.n.)] beyond superannuation w.e.f. 01-12-2022 to 30-04-2023 in the same post under the Directorate of Education, in terms of amended Notification No. DE/Amendment/2012/1381 dated 8th July, 2020 notified in Official Gazette, Government of Goa, Series I No. 15 dated 9th July, 2020, proviso to sub-rule-1 of Rule 88 of Goa School Education Rules, 1986.

On re-employment, he stands posted in Dr. T. B. Cunha Higher Secondary School, Campal, Panaji-Goa where he is presently working.

He has been declared physically and mentally fit for the post of Principal, Dr. T. B. Cunha Higher Secondary School, Campal, Panaji-Goa by the Medical Board, Goa Medical College, Bambolim-Goa vide Medical Certificate dated 27-10-2022, as forwarded by the Medical Superintendent, Goa Medical College, Bambolim vide letter No. 4/105/85-H/GMC/2022/758 dated 01-11-2021.

His pay and allowances shall be fixed in terms of Central Civil Services (Fixation of Pay of Re-employed Pensioners) Orders, 1986.

By order and in the name of the Governor of Goa.

**Shailesh R. S. Zingde**, Director (Education) & ex officio Jt. Secretary.

Porvorim, 28th November, 2022.

Directorate of Technical Education  
College Section

**Order**

No. 16/4/98/PF/KVP/Arch/DTE/2022/2623

Read: Memorandum No. 16/2/25/2001/DTE/Vol.III/1778 dated 13-09-2022.

On the recommendations of the Goa Public Service Commission conveyed vide their letter No. COM/I/5/5(1)/2021/229 dated 22-08-2022, Government is pleased to appoint Shri Kedar Vilas

Prabhu on temporary basis to the post of System Analyst (Group 'A' Gazetted) at Goa College of Architecture, Altinho, Panaji Goa, on an initial pay at Level 10 [i.e. on an initial pay of Rs. 15,600/- (pre-revised) in the Pay Scale of Rs. 15,600-39,100 (pre-revised) + Grade Pay of Rs. 5400/- (pre-revised)] w.e.f. the date of joining as per the terms & conditions contained in the Memorandum cited above.

The appointment is against the post of System Analyst at Goa College of Architecture, Altinho, Panaji-Goa, vacant due to transfer of Shri Victor Caetano Xavier D'souza, System Analyst w.e.f. 05-04-2021.

Shri Kedar Vilas Prabhu will be on probation for a period of two years.

He should join duties within 30 days of the receipt of this order, failing which this order is liable to be cancelled without further notice.

He has been declared fit by Medical Board, Goa Medical College & Hospital, Bambolim vide letter No. 4/105/85-H/GMC/2022/709 dated 11-10-2022. His character and antecedents have been verified and nothing adverse is reported against him as conveyed by the Office of the District Magistrate, North Goa, Office of the District Magistrate, North Goa, Panaji vide No. 2/6/2013-MAG/VCA/Vol-I/3091 dated 09-11-2022.

By order and in the name of the Governor of Goa.

**Dr. Vivek B. Kamat**, Director (Technical Education)/ ex officio Addl. Secretary.

Porvorim, 18th November, 2022.

Department of Home  
Home—General Division

**Order**

No. 21/5/2020-HD(G)/Part/8614

In pursuance of note (6), in clause (vii), in condition 5 of the Government Notification No. 2-20-92-HD(G) dated 09-11-1995, published in the Official Gazette, Series I No. 34 dated 23-11-1995, the Government of Goa specify that the payment of the unpaid Annual Recurring Fees (ARF) in respect of the periods with effect from 01-04-2020 up to 31-10-2020 and 01-05-2021 up to 30-09-2021, alongwith 12% penal interest on the delayed payment of ARF, shall be paid within a period of thirty days from the date of commencement of this order.

This order shall come into force on the date of its publication in the Official Gazette.

By order and in the name of the Governor of Goa.

**Vivek K. Naik**, Under Secretary (Home-I).

Porvorim, 25th November, 2022.

## Office of the Director General of Police

## Order

No. ES-I(A)/Transfer of P.P./2022/9728

On the recommendation of the Police Establishment Board, the below mentioned Junior Scale Officers of Goa Police Service (Dy. SsP/SDPOs) are hereby transferred and posted to the places indicated against their names with immediate effect:-

Sr. No.	Name of Officer	From	To
1	2	3	4
1.	Shri Rupendra A. Shetgaonkar	Dy. SP, GRP D & E Coy	Dy. SP, Special Branch (North).
2.	Shri Roy Pereira	Dy. SP, SPCR, Panaji	Dy. SP, GRP A, B, C, D and E Coys. (Shall hold the charge of Dy. SP Armoury and Escort Cells).
3.	Shri Prabodh Shirwaikar	Dy. SP (Traffic), North	Dy. SP (Traffic), South.
4.	Shri Siddhant Shirodkar	Dy. SP Pernem	Dy. SP (Traffic), North.
5.	Shri Rajan Nigale	Dy. SP, ATS, Panaji	Dy. SP, ACB/Vigilance.
6.	Shri Rajesh Kumar	SDPO, Vasco	Dy. SP, Pernem.
7.	Shri Salim Shaikh	Dy. SP, Special Branch (North)	SDPO, Vasco.

2. The below mentioned Junior Scale Officers of Goa Police Service (Dy. SsP) shall hold additional charges indicated against their names with immediate effect in addition to their own duties:-

Sr. No.	Name of Officer	Additional charges
1	2	3
1.	Shri Harishchandra Madkaikar, Dy. SP HQ, Panaji	Welfare Cell.
2.	Smt. Nutan Verenkar, Dy. SP, FRRO, Panaji	1. AHTU. 2. Women PS.
3.	Shri Ram Asare, Dy. SP, Wireless, Panaji	SPCR, Panaji.
4.	Shri Wilson D'Souza, Dy. SP, MT, Panaji	1. Legal & Vigilance. 2. Election Cell.
5.	Shri Sudesh Narvekar, Dy. Commandant 2nd and 3rd IRBn	Security Unit, Altinho.
6.	Shri Ashish Shirodkar, Dy. SP, Traffic HQ, Altinho	1. ATS, Panaji. 2. Dy. Commandant 1st IRBn.
7.	Shri Pravinkumar Vast, Dy. SP, HQ/CPC, Panaji	1. Tourist Police. 2. SO to DGP Goa.
8.	Shri Santosh Dessai, Dy. SP, Coastal Security	Communication Unit.

3. The Officers at Sr. No. 1 to 7 at Para-1 shall not be entitled for TA/DA and joining period.

S. M. Prabhudessai, Superintendent of Police, HQ.

Panaji, 01st November, 2022.

## Department of Labour

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Notification

No. 28/02/2022-LAB/674

The following Award passed by the Industrial Tribunal and Labour Court, at Panaji-Goa on 14-11-2022 in Ref. No. IT/15/2018 is hereby published as required under Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

By order and in the name of the Governor of Goa.

*Amalia O. F. Pinto*, Under Secretary (Labour).

Porvorim, 21st October, 2022.

IN THE INDUSTRIAL TRIBUNAL AND  
LABOUR COURT  
GOVERNMENT OF GOA  
AT PANAJI

(Before Mr. Anil Scaria, Hon'ble Presiding Officer)

Ref. No. IT/15/2018

Workmen,

Rep. by the General Secretary,

United Mine Workers' Union,

G-5, Macedo Apt.,

Tisk, Ponda-Goa

... Workmen/Party I.

V/s

M/s. Chowgule & Company Pvt. Ltd.,

Material Handling Division,

Khandepar, Ponda-Goa

.... Employer/Party II.

Workmen/Party-I represented by Learned Representative Shri P. Gaonkar.

Employer/Party-II represented by Learned Advocate G. K. Sardessai along with Adv. Ms. M. Rao.

## AWARD

(Delivered on this the 14th day of the month of November of the year 2022)

By Order dated 24-10-2018, bearing No. 28/27/2018-LAB/713, the Government of Goa in exercise of powers conferred by Section 10(1)(d) of the Industrial Disputes Act, 1947 (for short 'The Act'), has referred the following dispute to this Tribunal for adjudication.

"(1) Whether the action of the management of M/s. Chowgule and Company Private Limited, Material Handling Division, Khandepar, Ponda, Goa in retrenching the following four workmen with effect from 25-05-2018, is legal and justified?"

Serial. No.	Name of the workmen	Designation
(1)	Shri Mangesh Satardekar	Helper.
(2)	Shri Paresh Gaonkar	Welder/Fitter.
(3)	Shri Satish Desai	Welder/Fitter.
(4)	Shri Bijo V. Thomas	Welder/Fitter.

(2) If the answer to issue No. (1) is in the negative, then, what relief the workmen are entitled to?"

2. Pursuant to receipt of reference it was registered as IT/15/2018 and notices were served on Parties by registered post A/D.

3. Party I has filed their Claim Statement. Party I states that the workmen concerned in the present reference were working for Party II at their Khandepar workshop. That Khandepar workshop is engaged in the manufacturing and repair of heavy machinery and cranes. That as their wages were not revised, Party I resolved to join the United Mine Workers' Union. That on 11-04-2016, the Union raised a Charter of Demands for the workers of Party II. That Party II refused to negotiate on the Charter of Demands. That the Union raised an industrial dispute by letter dated 10-04-2016.

4. That Mr. Amol Prabhu took charge as General Manager-Administration. That he started harassing the office bearers of the Union. That to force them to leave their job, he started transferring the office bearers of the Union to other States. That three workmen were forced to resign. That the remaining workmen refused to resign and the Party II retrenched them on 23-05-2018 stating that production activity have stopped in the Material Handling Division at Khandepar. That this is a false statement. That Party II is getting the same work done through Contract Labour. That Party II has not taken permission under Section 25-N of the Industrial Disputes Act, 1947. Party II has also not taken permission under Section 33 of the Industrial Disputes Act, 1947. That there are junior workmen to the retrenched workmen who have not been retrenched. That the retrenchment is violative of Sections 25-G and 25-H of the Industrial Disputes Act, 1947.

5. That after termination of their services, Party I raised the demands for reinstatement of their services and thereafter raised the present dispute before the Assistant Labour Commissioner, Ponda. That efforts at conciliation failed due to the adamant attitude of Party II. That after receipt of the Failure Report, the Government referred the matter to this Tribunal. That Party I (workmen) are unemployed since the date of their retrenchment. Therefore, it is prayed that the termination of the workmen be declared as illegal and void. That Party II be directed to reinstate the



workmen in the present reference with full back wages and continuity of service and for any other relief.

6. Party II has filed its Written Statement. It is denied that the workmen had resolved to join the United Mine Workers' Union because the wages of workmen were not revised by Party II. It is denied that the General Manager transferred the office bearers of the Union in order to pressurize them to leave their jobs. That the production activities in the Material Handling Division stopped from December, 2017. That the 4 workmen (Party I) had become surplus and there was no option but to retrench their services. That they were retrenched with effect from 24-05-2018. It is denied that their retrenchment was violative of Sections 25-F, 25-G, 25-H and 33 of the Industrial Disputes Act, 1947. It is denied that the retrenched workers are unemployed to this day. Therefore, it is prayed that the reliefs claimed by the retrenched workers be rejected.

7. During the course of proceeding, both Parties filed a Memorandum of Settlement (Exh. 37 Colly) stating that they have arrived at a Settlement under Section 2(p) read with Section 18(1) of the Industrial Disputes Act, 1947 and has prayed that an Award be passed in terms of the said Settlement dated 31-10-2022. The Settlement has been signed by the 4 retrenched workmen (Party I) and the President of their Union, Shri Puti Gaonkar. It has been signed by Mr. Saleel Desai, Assistant Manager-HR and Ms. Anuya Kenkre, Manager-HR on behalf of Party II. The terms of settlement are as follows:-

#### TERMS OF SETTLEMENT

1. It is agreed by and between the Parties that four workmen namely, Mr. Mangesh Satardekar, Mr. Paresh Gaonkar, Mr. Satish Desai and Mr. Bijo Thomas, shall be paid retrenchment compensation @ 45 days per year of service, in addition to the One Notice Pay as referred to in Annexure "A".
2. It is agreed by and between the Parties that said four workmen shall be paid ex-gratia amount @ 15 days per year of service as referred to in Annexure "A".
3. It is agreed by and between the Parties, that the balance earned leave shall be encashed as referred to in Annexure "A".
4. It is agreed by the Management that the service certificate shall be issued to each workman for the period they rendered their services.
5. The Management agrees to make the payment by demand drafts on the date of signing of the settlement.

6. It is agreed that an amount equivalent to 5% of the total amount shall be deducted from the amount payable to each workman and shall be remitted to 'Gomantak Mazdoor Sangh' towards the service rendered to the workmen, within fifteen days from the date of the settlement.
7. It is agreed by the Management that they shall assist the workmen to settle their Provident Fund for smooth withdrawal of their claims from the Provident Fund Office.
8. The Union agrees not to pursue the reference No. IT/15/2018 before the Industrial Tribunal or any other dispute in connection with the said subject matter before any Tribunal, Courts, Authority or Forum and treat the same as settled.
9. In view of the above terms of the Settlement bringing the issue of retrenchment to an amicable closure, the Union agrees not to pursue the reference No. IT/01/2019 before the Industrial Tribunal or any other dispute raised in connection with the said subject matter of Charter of Demands before any Tribunal, Court, Authority or Forum and treat the same as settled.
10. It is agreed between the Parties that this Settlement shall be filed before the Industrial Tribunal under reference No. IT/15/2018 and reference No. IT/01/2019 for an Award in terms of the settlement.
11. In view of above, it is agreed by the workmen and the Union that they have no claims of whatever nature against the Employer.

I have gone through the terms of settlement and I am convinced that they are just and fair and are in the interest of the workmen/Party I and the Employer/Party II and therefore the same is accepted.

Hence, I pass the following Order:

#### ORDER

- (i) The reference in IT/15/2018 stands awarded as per the terms of settlement at Exhibit 37 Colly.

The terms of settlement are as hereunder:

#### TERMS OF SETTLEMENT

1. It is agreed by and between the Parties that four workmen namely, Mr. Mangesh Satardekar, Mr. Paresh Gaonkar, Mr. Satish Desai and Mr. Bijo Thomas, shall be paid retrenchment compensation @ 45 days per year of service, in addition to the One Notice Pay as referred to in Annexure "A".
2. It is agreed by and between the Parties that said four workmen shall be paid ex-gratia amount @ 15 days per year of service as referred to in Annexure "A".

3. It is agreed by and between the Parties, that the balance earned leave shall be encashed as referred to in Annexure "A".
4. It is agreed by the Management that the service certificate shall be issued to each workman for the period they rendered their services.
5. The Management agrees to make the payment by demand drafts on the date of signing of the settlement.
6. It is agreed that an amount equivalent to 5 % of the total amount shall be deducted from the amount payable to each workman and shall be remitted to 'Gomantak Mazdoor Sangh' towards the service rendered to the workmen, within fifteen days from the date of the settlement.
7. It is agreed by the Management that they shall assist the workmen to settle their Provident Fund for smooth withdrawal of their claims from the Provident Fund Office.
8. The Union agrees not to pursue the reference No. IT/15/2018 before the Industrial Tribunal or any other dispute in connection with the said subject matter before any Tribunal, Courts, Authority or Forum and treat the same as settled.
9. In view of the above terms of the Settlement bringing the issue of retrenchment to an amicable closure, the Union agrees not to pursue the reference No. IT/01/2019 before the Industrial Tribunal or any other dispute raised in connection with the said subject matter of Charter of Demands before any Tribunal, Court, Authority or Forum and treat the same as settled.
10. It is agreed between the Parties that this Settlement shall be filed before the Industrial Tribunal under reference No. IT/15/2018 and reference No. IT/01/2019 for an Award in terms of the settlement.
11. In view of above, it is agreed by the workmen and the Union that they have no claims of whatever nature against the Employer.
  - (i) No order as to cost.
  - (ii) Inform the Government accordingly.

Sd/-

(Anil Scaria)  
Presiding Officer,  
Industrial Tribunal and  
Labour Court-I.

Annexure 'A'

Full and Final settlement between the Management and their 04 Workmen represented by United Mine Workers' Union in the matter of  
Retrenchment Ref. No. IT/15/2018 and Charter of Demand Ref. No. IT/01/2019.

Sr. No.	S. Code	Name	E.L.	Basic	VDA	Total	RC for 45 days	Ex-gratia	Notice	Total	EL	Total	GMS	Settlement	Gratuity
							45	15	Pay		Encashment		5%		
1.	11996	Mr. Bijo V. Thomas	8	3925.00	13742.70	19020.45	342368	114123	19020.45	475511	4711	480223	24011	456212	122315
2.	12405	Mr. Satish Desai	0	3755.00	13742.70	18811.35	253953	84651	18811.35	357416	0	357416	17871	339545	90853
3.	12406	Mr. Paresch Gaonkar	5	3755.00	13742.70	18811.35	253953	84651	18811.35	357416	2916	360332	18017	342315	90853
4.	12407	Mr. Mangesh Satardekar	42	3500.00	13742.70	18497.70	249719	83240	18497.70	351456	24140	375596	18780	356816	89529
						75140.85	1099994	366665	75140.85	1541798.85	31767	73566	78678	1494888	393551

Note:-

1. Gratuity will be paid within 30 days from the date of signing the settlement.

Sd/-

(Anil Scaria)  
Presiding Officer,  
Industrial Tribunal and  
Labour Court-I.

Dated: 14-11-2022.

Place: Panaji, Goa.

## Notification

No. 28/02/2022-LAB/Part-III/675

The following Award passed by the Industrial Tribunal and Labour Court, at Panaji-Goa on 14-11-2022 in Ref. No. IT/01/2019 is hereby published as required under Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

By order and in the name of the Governor of Goa.

*Amalia O. F. Pinto*, Under Secretary (Labour).

Porvorim, 21st November, 2022.

IN THE INDUSTRIAL TRIBUNAL AND  
LABOUR COURT  
GOVERNMENT OF GOA  
AT PANAJI

(Before Mr. Anil Scaria, Hon'ble Presiding Officer)

Ref. No. IT/01/2019

Workmen,  
Rep. by the General Secretary,  
United Mine Worker's Union,  
G-5, Macedo Apt.,  
Tisk, Ponda-Goa. .... Workmen/Party-I  
V/s

M/s Chowgule & Company  
Pvt. Ltd., Material Handling  
Division, Khandepar,  
Ponda-Goa. .... Employer/Party-II

Workmen/Party I represented by Learned  
Representative Shri P. Goankar.

Employer/Party II represented by Learned Advocate  
Ms. M. Rao holding for Adv. G. K. Sardessai.

## AWARD

(Delivered on this the 14th day of the month of  
November of the year 2022)

By Order dated 26-02-2019, bearing No. 28/26/2018-LAB/171, the Government of Goa in exercise of powers conferred by Section 10(1)(d) of the Industrial Disputes Act, 1947 (for short 'The Act'), has referred the following dispute to this Tribunal for adjudication.

"(1) *Whether the action of the management of M/s Chowgule and Company Private Limited, Material Handling Division, Khandepar, Ponda, Goa in refusing to concede the following demands raised by the United Mine Workers' Union, vide letter dated 01-04-2016, is legal and justified?*

## CHARTER OF DEMANDS

## Demand No. 1: Pay Scales:

Grades:

I-4000-125-4625-135-5300-145-6025-155-6800-165-7625-175-8500-185-9425-200-10425-225-11550-250-12800-275-14175-300-15675.

II-4100-140-4800-150-5550-160-6350-170-7200-180-8100-190-9050-200-10050-215-11125-240-12325-265-13650-290-15100-315-16675.

III-4200-155-4975-165-5800-175-6675-185-7600-195-8575-205-9600-215-10675-230-11825-255-13100-280-14500-305-16025-330-17675.

IV-C-IV-4300-170-5150-180-6050-190-7000-200-8000-210-9050-220-10150-230-11300-245-12525-270-13875-295-15350-320-16950-345-18675.

V-4400-185-5325-195-6300-205-7325-215-8400-225-9525-235-10700-245-11925-260-13225-285-14650-310-16200-335-17875-360-19675.

VI CL-III-4500-200-5500-210-6550-220-7650-230-8800-240-10000-250-11250-260-12550-275-13925-300-15425-325-17050-350-18800-375-20675.

VII-4600-215-5675-225-6800-235-7975-245-9200-255-10325-265-11650-275-13025-300-14525-325-16150-350-17900-375-19775-400-21775.

VIII-4700-230-5850-240-7050-250-8300-260-9600-270-10950-280-12350-290-13800-315-15375-340-17075-365-18900-290-20850-415-22925.

IX CL-II-4800-245-6025-255-7300-265-8625-275-10000-285-11425-295-12900-305-14425-330-16075-355-17850-380-19750-405-21775-430-23925.

X-4900-260-6200-270-7550-280-8950-290-10400-300-11900-310-13450-320-15050-345-16775-370-18625-395-20600-420-22700-445-24925.

XI CL-I-5000-275-6375-285-7800-295-9275-305-10800-315-12375-325-14000-335-15675-360-17475-385-19400-410-21450-435-23625-460-25925.

XII-5100-290-6550-300-8050-310-9600-320-11200-330-12850-340-14550-350-16200-375-18075-400-20075-425-22200-450-24450-475-26825.

## Demand No. 2:

Union demands that all the workmen shall be given flat rise at the rate mentioned below:

Grade: I, II & III : Rs. 3000/-

Grade: IV, V & VI, CL-IV & CL-III : Rs. 3150/-

Grade: VII, VIII, IX & CL III : Rs. 3300/-

Grade: X, XI, XII & CL-I : Rs. 3500/-

The above amounts shall be added to the existing basic and thereafter fitted in the revised pay scale in the higher stage.



**Demand No. 3: Seniority Increments:**

Union demanded that the workmen should be given Seniority increments as mentioned below:

Service upto 3 years	:	One Increment.
Service from 3 years to 7 years	:	Two Increments.
Service from 7 years to 10 years	:	Three Increments.
Service from 10 years to 15 years	:	Four Increments.
Service from 15 years to 20 years	:	Five Increments.
Service from 20 years to 25 years	:	Six Increments.
Service from 25 years to 30 years	:	Seven Increments.
Service above 30 years	:	Eight Increments.

**Demand No. 4: Variable Dearness Allowance:**

Union demands that the VDA shall be paid at the revised rate of Rs. 4.5 per point rise beyond 1770 points (1960=100) the computation of VDA shall be made quarterly based on the average consumer price index of preceding quarter. The amount of VDA up to 1770 points shall be merged in the Basic. And the VDA up to 1770 points shall be merged in the Basic.

**Demand No. 5: House Rent Allowance:**

Union demands that HRA should be paid at the revised rate of 30% of Basic and Dearness Allowance, as the cost of accommodation is very high in Goa due to Tourist State.

**Demand No. 6: Children Education Allowance:**

Union demands that an amount of Rs. 1250/- shall be added to the existing Children Education Allowance of all the workmen.

**Demand No. 7: Conveyance Allowance:**

Union demands that an amount of Rs. 1000/- shall be added to the existing Conveyance Allowance of all the workmen.

**Demand No. 8: Transport Facility:**

Union demands that the free transport facility should be provided to those workmen who are presently not provided with this facility. The detail routes shall be given at the time of negotiations.

**Demand No. 9: Washing Allowance:**

Union demands that the existing washing allowance is insufficient to meet the cost of washing the uniforms and hence Washing Allowance be revised to Rs. 750/- per month per workman.

**Demand No. 10: Uniforms:**

Union demands that two sets of terry cloth stitched Uniforms shall be given to all the workmen once in a year, in the month of January every year.

**Demand No. 11: Paid Holidays:**

Union demands that all the workmen shall be granted paid holidays at rate of 16 days per year.

**Demand No. 12: Leave:**

Union demands that all the workers should be given leave on following basis:

- A) Earned Leave: Union demands that all the workmen should be given Earned Leave at the rate 35 days E.L. per year with accumulation up to 120 days and leave shall be allowed to take 10 times in a year. It is further demanded that Weekly Off days falling in between the leave shall be excluded from the leave.
- B) Casual Leave: Union demands that all the workmen should be given Casual Leave at the rate of 12 days per year with encashment facility.
- C) Sick Leave: Union demands that all the workmen should be given Sick Leave at the rate of 15 days per year and accumulation up to 60 days.

**Demand No. 13: Leave Travel Assistance:**

Union demands that LTA should be paid at the revised rate of one month gross wages instead of present practice fixed amount, with minimum of four earned days leave. The amount shall be paid one week before the commencement of leave.

**Demand No. 14: Medical Reimbursement:**

Union demands that all workmen are working in the dusty place that causes major hazards to the health of the workers and as such the cost of medicine is very high which cannot be met with the wages paid to the workmen. We therefore demand that the cost of all medical expenses of self and family shall be reimbursed by the Company without any ceiling. And in case the workmen want to opt for medical allowance, such workmen shall be paid medical allowance @ Rs. 10000/- per year.

**Demand No. 15: Promotion Policy:**

Union demands that a separate promotion policy should be promulgated in consultation with the Union. The detail promotion policy will be submitted to the Management at the time of negotiation.

**Demand No. 16: Loan:**

Union demands that interest free loan of Rs. 2,00,000/- should be granted for House Repair and



constructions of House. And Rs. 50,000/- to meet the expenses towards the purchase of household articles or marriage of self or his/her family member, scooter etc.

**Demand No. 17: Gifts:**

Union demands that workmen should be given service award as mentioned below:

Service up to 5 years gift worth Rs. 3500/- with service certificates.

Service from 5 years to 10 years gift worth Rs. 5000/- with service certificate.

Service from 10 years to 20 years gift worth Rs. 7500/- with service certificate.

Service above 20 years gift worth Rs. 10000/- with certificate.

Union further demands that those workmen retire shall be given 20 gram gold chain.

**Demand No. 18: Festival Allowance:**

Union demand that all the workman shall be paid Festival Allowance @ Rs. 5000/- once in a year at the time of festival to meet the additional expenses incurred by him for such festival.

**Demand No. 19: Out Station Allowance:**

Union demands that those workmen who are required to work on out station duty within Goa, they shall be paid the out station allowance at the rate of Rs. 300/- per day and Rs. 500/- per day for out of State.

**Demand No. 20: Supply of Raincoats/Umbrella and safety shoes:**

Union demands that the workmen shall be supplied with Raincoats of Duck Back, Gumboots of Swastik make, Stag Brand Umbrella and Safety shoes of BATA make every year.

**Demand No. 21: Employment next to kin:**

Union demands that the kin of the workmen who died or retired shall be given employment in the Company.

**Demand No. 22: Bonus/Ex-gratia:**

Union demands that all the workers shall be paid Bonus/Ex-gratia at the rate of 30% of gross wages every year before Diwali.

**Demand No. 23: Up gradation:**

Union demands that those employees could not get higher grade such employees should be upgraded in higher grade as and when they complete 5 years in one grade.

**Demand No. 24: Canteen Subsidy:**

Union demands that all the workers shall be paid Canteen allowance @ Rs. 1000/- per month per workman.

**Demand No. 25: Ambulance:**

Union demands that as there is no ambulance provided at present in the entire shift, ambulance should be provided in all the three shifts.

**Demand No. 26: Shift Allowance:**

Union demands that all the workmen who works in the third shifts shall be paid shift allowance @ rate of Rs. 200 per third shift worked.

**Demand No. 27: Cash handling Allowance:**

Union demands that those workers who handles the cash shall be paid cash handling allowance @ Rs. 500/- per month.

**Demand No. 28: Gratuity:**

Union demands that all the workmen shall be paid gratuity @ 30 day/- per year of service.

**Demand No. 39: Supply of sweater:**

Union demands that all the workers shall be given one sweater in the month of September every year.

*(2) If the answer to issue No. (1) is in the negative then, what relief the workmen are entitled to?"*

2. Upon receipt of the reference, it was registered as IT/01/2019 and notices were served to both the Parties by registered post A/D.

3. Party I filed their Claim Statement at Exhibit 6.

4. The sum and substance of the justification of demands is that the workers in the reference are employed to work at the Khandepar Workshop of the Material Handling Division. That the basic wages paid to the workmen in the Mining and other divisions of the Company (Party II) are much higher than what is paid to the workmen in the present reference. That the present wages are not enough to meet the daily requirement of the workmen's families. That Party II is in sound financial position. That Party II has an excellent future and its profits would be manifolds in the next few years. That considering their low basic wage and to overcome the huge gap in ratio of basic wage and allowance paid to the workmen, their demands for flat rise of Rs. 2,000/- is just and reasonable. That the demand for seniority increment is reasonable because there is a very small difference of basic pay of senior workmen and their juniors. That the Variable Dearness Allowance paid to the workmen is low and does not neutralize the rise in prices as it is linked to the Working Class Consumer Cost of Living Index prices. That the Variable Dearness Allowance should therefore be increased and should be as per the Consumer Price Index. That allowing

higher Variable Dearness Allowance will not burden Party II as the cost of labour is not even 2% of the sale.

5. That the workers working in other Divisions such as Mining, Chowgule Engineering Division and Ship Building Divisions are paid HRA at the rate of 30% of basic pay and hence the demand for 30% HRA is just and proper. That the cost of education in Goa is high and therefore increase of education allowance by Rs. 1,250/- per workman per month are just and proper. That since public transport is not easily available as workmen work in 3 shifts, demand for conveyance allowance at the rate of Rs. 1,000/- per month to the workmen who are not provided with transport facility is just and proper. That the demand for transport facility to and from the place of work is also just and proper. That the parent Company i.e. M/s Chowgule and Company Pvt. Ltd. has already revised the washing allowance. That Washing Allowance of Rs. 750/- per month is just and proper. That paid holidays of 16 days per year is just and proper as similar establishments are granted more paid holidays in Goa. That the higher leave as demanded is necessary to maintain the health of the workers. That leave travel assistance of one month gross salary instead of present one month Basic Salary per year is just and proper. That the demand for medical allowance is just and proper as ESIC does not reimburse day to day medicines required for minor sickness. That senior workers are stagnated in the same grade for years together and in order to grant them higher grade, promotional policy is a must.

6. That the demand for loan is just and proper as such amount is required to meet additional expenses such as marriage, house repairs or purchase of household items. That a gift of Rs. 2,000/- per year is required to uphold the high morale of the workman. That workmen cannot celebrate festivals with their meager wages. That the demand for festival allowance is therefore just and proper. That the existing house rent allowance was not been revised for many years and hence the demand for revision is just and proper. That the demand of 30 days wages per year as gratuity is just and proper as the basic salary is very low. That the demand for rain-coats/umbrella and safety shoes is just and proper. That the demand of employment to next of kin of deceased/retired workmen is also just and proper. That such a practice exists in Chowgule and Company Pvt. Ltd. which is the parent Company of Party II. That Party II is already paying 20% bonus/ex-gratia. That the demand to increase it to 30% is just and proper. Therefore, it is prayed that it be declared that the demands submitted by Party I are just and proper and grant the said demands.

7. Party II has filed its Written Statement at Exhibit 10. Party II states that the demand for pay scales is unjustified. It is denied that basic wages paid to the workmen in the Mining and other divisions of the Company are much higher than what is paid to the concerned workmen in the present reference. It is denied that the present wages is not enough to meet the daily needs of the workmen's families. It is denied that the financial position of Party II is very sound and that its profits would increase many folds in the next few years. It is denied that there is only a small difference between the basic pay of senior workmen and the junior workmen. That the demand for seniority increment is unjustified.

8. That Variable Dearness Allowance is paid on the basis of All India Consumer Price Index and takes care of inflation from time to time. That the present Variable Dearness Allowance is fair and proper. That 80% of the workers have their own houses. That the house-rent allowance at the rate of 30% of the basic wage is unjustified. That the present Education Allowance is fair and proper and there is no justification for revision. That there is no justification for the conveyance allowance demanded by Party I. That all workmen are working on one shift and that the demand for transport facility is unjustified. That the present washing allowance is fair and proper and there is no justification for revision. That at present the workmen falls within the limits of ESI. That employees falling outside the limit are paid medical allowance of Rs. 3,500/-. That promotions cannot be granted merely on the basis of number of years of service. Merit, performance and attitude to work should also be taken into consideration.

9. That there is no justification for loan, gifts, festival advances and outstation allowance. That the present facility of providing rain-wear every alternate year is fair and proper and there is no justification for revision of the existing facility for raincoats/umbrella and safety shoes. That, only persons who meet the merit criteria and medical fitness are employed by Party II and the demand to employ the kin of the deceased or retired employee is unjustified. That there is no justification for revision of Bonus/Ex-gratia and canteen subsidy. That the demand of Party I with regard to Ambulance, Shift Allowance, Cash Handling Allowance, Gratuity, Supply of sweater deserves no consideration whatsoever. That Party II also pays daily allowance, etc. to its workmen. Party II also states that it does not have the paying capacity to bear the additional financial liability arising out of the demands. Party II denies that the cost of labour is less than 2% of the sale. There, it is prayed that the claim of Party I be rejected.

10. Party I has filed a Rejoinder at Exhibit 11 briefly denying the case of Party II.

11. During the course of proceedings, both Parties filed "Terms of Settlement at Exhibit 34 Colly stating that they have arrived at a settlement under Section 2 (p) read with Section 18 (1) of the Industrial Disputes Act, 1947 and have prayed that an Award be passed in terms of the same. The terms of settlement have been signed by the President of Party I namely Mr. Puti Gaonkar and the Committee Members of the Party I namely Mr. Mangesh Satardekar, Mr. Paresh Gaonkar, Mr. Satish Dessai and Mr. Bijo Thomas. The terms of settlement have been signed by the Assistant Manager (HR) of Party II namely Mr. Saleel Desai and Manager (HR) of Party II Ms. Ahuja Kenkre. An amicable settlement was arrived between both the Parties on the following terms and conditions:

#### TERMS OF SETTLEMENT

1. It is agreed by and between the Parties that four workmen namely, Mr. Mangesh Satardekar, Mr. Paresh Gaonkar, Mr. Satish Desai and Mr. Bijo Thomas, shall be paid retrenchment compensation @ 45 days per year of service, in addition to the One Notice Pay as referred to in Annexure "A".
2. It is agreed by and between the Parties that said four workmen shall be paid ex-gratia amount @15 days per year of service as referred to in Annexure "A".
3. It is agreed by and between the Parties that the balance earned leave shall be encashed as referred to in Annexure "A".
4. It is agreed by the Management that the service certificate shall be issued to each workman for the period they rendered their services.
5. The Management agrees to make the payment by demand drafts on the date of signing of the settlement.
6. It is agreed that an amount equivalent to 5% of the total amount shall be deducted from the amount payable to each workman and shall be remitted to 'Gomantak Mazdoor Sangh' towards the service rendered to the workmen, within fifteen days from the date of the settlement.
7. It is agreed by the Management that they shall assist the workmen to settle their Provident Fund for smooth withdrawal of their claims from the Provident Fund Office.
8. The Union agrees not to pursue the reference No. IT/15/2018 before the Industrial Tribunal

or any other dispute in connection with the said subject matter before any Tribunal, Courts, Authority or Forum and treat the same as settled.

9. In view of the above terms of the Settlement bringing the issue of retrenchment to an amicable closure, the Union agrees not to pursue the reference No. IT/01/2019 before the Industrial Tribunal or any other dispute raised in connection with the said subject matter of Charter of Demands before any Tribunal, Court, Authority or Forum and treat the same as settled.
10. It is agreed between the Parties that this Settlement shall be filed before the Industrial Tribunal under reference No. IT/15/2018 and reference No. IT/01/2019 for an Award in terms of the settlement.
11. In view of above, it is agreed by the workmen and the Union that they have no claims of whatever nature against the Employer.
12. I have gone through the records of the case and the Memorandum of Settlement and I am convinced that the consent terms filed by the Parties are just and fair and are in the interest of the Workmen/Party I and the Employer/Party II and therefore, the same are accepted.
13. Hence, I pass the following Order:

#### ORDER

(i) The reference in IT/01/2019 stands awarded as per the consent terms filed by both the Parties at Exhibit 34 Colly.

The terms of settlement are as hereunder:

#### TERMS OF SETTLEMENT

1. It is agreed by and between the Parties that four workmen namely, Mr. Mangesh Satardekar, Mr. Paresh Gaonkar, Mr. Satish Desai and Mr. Bijo Thomas, shall be paid retrenchment compensation @ 45 days per year of service, in addition to the One Notice Pay as referred to in Annexure "A".
2. It is agreed by and between the Parties that said four workmen shall be paid ex-gratia amount @15 days per year of service as referred to in Annexure "A".
3. It is agreed by and between the Parties, that the balance earned leave shall be encashed as referred to in Annexure "A".
4. It is agreed by the Management that the service certificate shall be issued to each

- workman for the period they rendered their services.
5. The Management agrees to make the payment by demand drafts on the date of signing of the settlement.
  6. It is agreed that an amount equivalent to 5% of the total amount shall be deducted from the amount payable to each workman and shall be remitted to 'Gomantak Mazdoor Sangh' towards the service rendered to the workmen, within fifteen days from the date of the settlement.
  7. It is agreed by the Management that they shall assist the workmen to settle their Provident Fund for smooth withdrawal of their claims from the Provident Fund Office.
  8. The Union agrees not to pursue the reference No. IT/15/2018 before the Industrial Tribunal or any other dispute in connection with the said subject matter before any Tribunal, Courts, Authority or Forum and treat the same as settled.
  9. In view of the above terms of the Settlement bringing the issue of retrenchment to an amicable closure, the Union agrees not to pursue the reference No. IT/01/2019 before the Industrial Tribunal or any other dispute raised in connection with the said subject matter of Charter of Demands before any Tribunal, Court, Authority or Forum and treat the same as settled.
  10. It is agreed between the Parties that this Settlement shall be filed before the Industrial Tribunal under reference No. IT/15/2018 and reference No. IT/01/2019 for an Award in terms of the settlement.
  11. In view of above, it is agreed by the workmen and the Union that they have no claims of whatever nature against the Employer.
    - (ii) No order as to cost.
    - (iii) Inform the Government accordingly.

Sd/-  
(ANIL SCARIA)  
Presiding Officer,  
Industrial Tribunal and  
Labour Court-I.

## Annexure 'A'

Full and Final settlement between the Management and their 04 Workmen represented by United Mine Workers' Union in the matter of Retrenchment Ref. No. IT/15/2018 and Charter of Demand Ref. No. IT/01/2019.

Sr. No.	S. Code	Name	E.L.	Basic	VDA	Total	RC for 45 days	Ex-gratia	Notice	Total	EL	Total	GMS	Settlement	Gratuity
							45	15	Pay		Encashment		5%		
1.	1199	Mr. Bijo V. Thomas	8	3925.00	13742.70	19020.45	3423	8	114123	19020.45	475511	4711	480223	24011	45
2.	12405	Mr. Satish Desai	0	3755.00	13742.70	18811.35	253953	84	51	18811.35	35741	0	35741	17871	339545
3.	1240	Mr. Paresh Gaonkar	5	3755.00	13742.70	18811.35	253953	84	51	18811.35	35741	291	3	0332	18017
4.	12407	Mr. Mangesh Satardekar	42	3500.00	13742.70	18497.70	249719	83240	18497.70	35145	24140	37559	18780	35	81
							75140.85	1099994	366665	75140.85	1541798.85	31767	1573566	78678	1494888

Note[- 1. Gratuity will be paid within 30 days from the date of signing the settlement.

Dated[- 14-11-2022.  
Place [- Panaji-Goa.

Sd/-  
(ANIL SCARIA)  
Presiding Officer,  
Industrial Tribunal and  
Labour Court-I.



Department of Law & Judiciary  
Law (Establishment) Division

**Order**

No. LS/1077/93-Part II/1931

Government of Goa is pleased to appoint Ms. Har Karam Jot Kaur as a Standing Counsel for the State of Goa to appear and defend the interest of the State Government before the Hon'ble Supreme Court of India, New Delhi and Hon'ble High Court of Delhi with immediate effect on the following terms and conditions:-

1. The allotment of cases before the Hon'ble Supreme Court of India, New Delhi and Hon'ble High Court of Delhi for defending the interest of Government of Goa will be assigned to advocate by the Hon'ble Chief Minister/Ld. Advocate General on a case to case basis.
2. The Standing Counsel has to keep the Ld. Advocate General of the State of Goa informed well in advance of the date of hearing of the matters and also seek his instructions from time to time.
3. The professional fees of appearance before the Hon'ble Supreme Court shall be paid as per the Government Order No. 1/3/2021/LD(Estt.)/34 dated 07-01-2022 and the appearance before the Hon'ble High Court of Delhi shall be paid as per the Order No. LS/1077/93-Part II/1522 dated 14-08-2019.
4. This issues with the approval of the Government.

By order and in the name of the Governor of Goa.

*Amir Y. Parab*, Under Secretary (Law-Estt.).  
Porvorim, 22nd November, 2022.

**Order**

No. 1/2/2022/LD(Estt.)/1932

Government of Goa is pleased to appoint the following advocates as Government Lawyers on behalf of State of Goa to appear and defend the interest of the State Government in the matters before the Hon'ble National Green Tribunal, Western Zone Bench, Pune with immediate effect and until further orders.

Sr. No	Name of Advocate	Designation
1.	Adv. Supriya Rohit Dangare	Government Lawyer.
2.	Adv. Manasi Joshi	Government Lawyer.

They shall be paid fees as per the existing terms and conditions laid down by the Government vide Order No. 1/19/2015/LD(Estt.)/150 dated 18-01-2016 and subsequent Corrigendum No. 1/19/2015/LD(Estt.)/1887 dated 25-10-2016, as applicable to Government Advocates/Additional Government Advocates and as amended from time to time, on submission of bills (in duplicate) alongwith the attendance certificate, issued by the Registrar of the Hon'ble National Green Tribunal, Western Zone Bench, Pune. They shall comply with the instructions contained in the Government Circular No. 4-43-99/LD dated 04-05-2000. They will appear in those matters, which would be allotted to them by the Ld. Advocate General of the State of Goa.

By order and in the name of the Governor of Goa.

*Amir Y. Parab*, Under Secretary (Law-Estt.).  
Porvorim, 24th November, 2022.

**Order**

No. 1/7/2014-LD(Estt.)/1933

Government of Goa is pleased to appoint Adv. Akshata Nitin Bhat as a Additional Government Advocate to appear and defend the interest of the State Government in the matters before the Hon'ble High Court of Bombay at Goa, Panaji with immediate effect and until further orders.

She shall be paid fees as per the existing terms and conditions laid down by the Government vide Order No. 1/19/2015/LD(Estt.)/150 dated 18-01-2016 and subsequent Corrigendum No. 1/19/2015/LD(Estt.)/1887 dated 25-10-2016, as applicable to Government Advocates/Additional Government Advocates and as amended from time to time. On submission of bills (in duplicate) alongwith the attendance certificate, issued by the Registrar of the High Court of Bombay, Panaji-Goa. She shall comply with the instructions contained in the Government Circular No. 4-43-99/LD dated 04-05-2000. She will appear in those matters, which would be allotted to her by the Ld. Advocate General.

By order and in the name of the Governor of Goa.

*Amir Y. Parab*, Under Secretary (Law-Estt.).  
Porvorim, 24th November, 2022.

## Department of Personnel

## Order

## Order

No. 7/1/2018-PER/3893

Dr. Satyavan B. Naik, Assistant Director, Veterinary Hospital, Sonsodo, Raia, Margao, Department of Animal Husbandry and Veterinary Services shall hold the charge of the post of Managing Director, Goa Meat Complex Ltd., Panaji w.e.f. 01-12-2022 in addition to his own duties upon superannuation of Dr. Marwin Lopes, Dy. Director, Animal Husbandry and Veterinary Services/Managing Director of Goa Meat Complex Ltd., Panaji.

By order and in the name of the Governor of Goa.

*Nathine S. Araujo*, Under Secretary (Personnel-II).

Porvorim, 22nd November, 2022.

No. 7/13/2014-PER/3906

Pursuant to approval of the Appointments Committee of the Cabinet, Department of Personnel & Training for appointment of Shri Santosh Kumar, IFS (AGMUT:1993) as Chief Vigilance Officer on deputation basis in National Hydro Power Corporation Ltd. (NHPC), Delhi under Ministry of Power conveyed vide O.M. No. 81/4/2022-EO(CVO) dated 14-11-2022 and the directions issued by Ministry of Environment, Forests and Climate Change, Government of India vide letter No. 12034/04/2022-IFS-I dated 17-11-2022; the Governor of Goa is pleased to relieve Shri Santosh Kumar, IFS (AGMUT:1993), Additional Principal Chief Conservator of Forests from this administration with effect from 30-11-2022 (a.n.) to report to National Hydro Power Corporation Ltd. (NHPC), Delhi.

By order and in the name of the Governor of Goa.

*Eshant V. Sawant*, Under Secretary (Personnel-I).

Porvorim, 24th November, 2022.

## Order

No. 6/9/2022-PER/3913

On the recommendation of the Goa Services Board, the Governor of Goa is pleased to order the transfer and posting of the following Senior Scale Officers of Goa Civil Service, in public interest, with immediate effect:-

Sr. No.	Name and present posting of the Officer	Posted as
1.	Smt. Sangeeta Rawool alias Porob, Joint Director, ICDS, Director of Women and Child Development	Secretary, Goa Konkani Academy.
2.	Smt. Meghana Shetgaonkar (under transfer)	Joint Director, ICDS, Director of Women and Child Development.
3.	Shri Ajay Ramchandra Gaude, Director (Sports and Youth Affairs)	Chief Executive Officer, North Goa Zilla Panchayat.
4.	Shri Rohit Kadam, Chief Executive Officer, North Goa Zilla Panchayat	Director (Sports and Youth Affairs).
5.	Smt. Sandhya Kamat, Additional Secretary (Housing) with additional charge of Director of Social Welfare	Director of Social Welfare.

Shri Arvind V. Bugde, Managing Director, Goa Human Resource Development Corporation shall also hold the charge of Director, Directorate of Handicraft, Textile and Coir, in addition to his own duties.

Smt. Neetal Amonkar, Member Secretary, Sanjay School for Special Education shall also hold the charge of Joint Secretary (Housing), in addition to her own duties.

The officers appointed on ex-cadre deputation post shall be governed by the standard terms of deputation.

The officers shall complete handing over and taking over process within three days of issue of this order and submit compliance.

By order and in the name of the Governor of Goa.

*Eshant V. Sawant*, Under Secretary (Personnel-I).

Porvorim, 24th November, 2022.

**Order**

No. 22/10/2018-PER/3914

Read: Government Order No. 22/10/2018-PER/3786 dated 11-11-2022.

In partial modification to the Order read at preamble, Shri Bosco George, IPS, Commandant IRBn, holding charge of Inspector General of Prisons shall hold the charge of the post of Deputy Inspector General of Police (Range), in addition to his own duties until further orders.

By order and in the name of the Governor of Goa.

*Eshant V. Sawant*, Under Secretary (Personnel-II)/Link.  
Porvorim, 24th November, 2022.

**Department of Public Health****Notification**

No. 38/11/2017-I/PHD/1454

Read: Notification No. 38/11/2017-I/PHD/362 dated 30-01-2018.

In exercise of the powers conferred by sub-section (2C) and (2d) of Section 3 of the Medical Termination of Pregnancy Act, 1971 (Central Act 34 of 1971) and in supersession of the Government Notification No. 38/11/2017-I/PHD dated 30-01-2018, published in the Official Gazette, Series II No. 45 dated 08-02-2018, the Government of Goa hereby constitutes a Medical Board consisting of the following members, namely:-

1. Dean, Goa Medical College, — Chairperson.  
Bambolim
2. Prof. and Head of Department, — Member.  
Department of Pediatrics,  
Goa Medical College,  
Bambolim
3. Prof. and Head of Department, — Member.  
Department of Radiology, Goa  
Medical College, Bambolim

4. Prof. and Head of Department, — Member.  
Department of Medicine, Goa  
Medical College, Bambolim

5. Prof. and Head of Department, — Member.  
Department of OBG, Goa  
Medical College, Bambolim

This Notification shall come into force on the date of its publication in the Official Gazette.

By order and in the name of the Governor of Goa.

*Gautami Parmekar*, Under Secretary (Health-II).  
Porvorim, 21st November, 2022.

**Department of Women & Child Development**  
Directorate of Women & Child Development

**Notification**

No. 2-103(63)-2021/DW&amp;CD/7248

Ref.: F. No. 2-103(63)-2021/DW&CD/1649 dated 21-06-2021.

Consequent upon the resignation of Rejitha Rajan, vide letter dated 20-10-2022 as the Member of Child Welfare Committee South Goa, the Government of Goa is pleased to appoint the following person as the Member of Child Welfare Committee South Goa in place of Rejitha Rajan, with immediate effect.

**Member Child Welfare Committee Goa:**

Sr. No.	Name & Address of the candidate	Designation
1.	Ranjita Nanda Kinlekar	Member.

All other terms and conditions of the notification dated 21-06-2021 remains the same.

The notification is issued vide U. O. No. 439 dated 21-06-2021.

By order and in the name of the Governor of Goa.

*Deepali Naik*, Director & ex officio Jt. Secretary (Women & Child Development).

Panaji, 22nd November, 2022.

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